



WOMEN'S INTEGRATED LEGAL LITERACY IN UZBEKISTAN PROJECT

Final Progress Report
(October 1999 - September 2003)

For Cooperative Agreement No. 122-007-A-00-9022-00

I. BACKGROUND

In September 1999 Winrock International was awarded support from USAID/CAR to increase awareness of women's rights under Uzbek and international law through the *Women's Integrated Legal Literacy (WILL)* Project. USAID/CAR provided additional funding in 2001.

In Phase I (October 1999-July 2001), Winrock worked with Uzbek women's NGOs to produce baseline research to inform WILL's training design, coalition building, and advocacy efforts. Winrock-affiliated experts from Ukraine led Training of Trainer (ToT) seminars that created a cadre of Uzbek trainers to provide WILL's culturally sensitive legal literacy training for rural and urban women, men and youth in Uzbekistan. Advocacy fora were conducted to bring together government decision makers and NGO activists to explore key issues that affect women's ability to exercise their rights. Finally, grants were awarded to Uzbek women's NGOs to implement independent projects and for site visits to NIS women's NGOs to share best practices, thus building the capacity of groups that work with rural and urban women to protect and increase awareness of their legal rights.

In Phase II (August 2001 – September 2003), the training program increased outreach to men and youth. Additional targeted advocacy fora were held to ensure ongoing dialogue, and creative cultural events expanded the outreach of the advocacy program through more informal means such as community plays. Two training manuals and a series of videos and posters on Uzbek women's rights issues were produced. The grants program strengthened Uzbek NGOs that promote women's legal literacy and crisis centers. And technical support to nascent regional coalitions was made available to foster collaboration among women's NGOs to increase public awareness of women's legal rights.

II. PROJECT GOAL AND STRATEGIC OBJECTIVES

The goal for the WILL Project was:

to increase awareness of women's rights under Uzbek and international law.

The WILL Project demonstrably achieved this goal, significantly contributing to **Strategic Objective 2.1: Strengthened Democratic Culture Among Citizens and Targeted Institutions** from the USAID Assistance Strategy for Central Asia (2001-2005). Every quarter Winrock International reported the degree to which WILL Project activities contributed to USAID-identified intermediate (IR) and lower level results (LLR) under SO 2.1. Winrock communicated project results to USAID through a chart linking quantitative WILL performance indicators to the relevant IRs and LLRs (*see Attachment 1*), while qualitative data (such as success stories, case studies, and quotes) were provided in the narrative on performance (section III). Reporting according to the Mission's Strategic Objective framework allowed Winrock International to demonstrate the causal relationship between its grassroots activities and the results desired by USAID and, ultimately, by the US Congress.

III. PROGRAM PERFORMANCE

Winrock achieved the WILL Project goal through a combination of activities, specifically: Legal Literacy Training (for women, men, and youth); Seed Grants (for women's NGOs); Advocacy (for NGOs and regional government officials); and U.S. Volunteer Technical Assistance (for women's NGOs). This report covers activities from October 1, 1999 to September 30, 2003.

IR 2.1.2 Increased Availability of Information on Civic Rights and Domestic Public Issues

LLR 2.1.2.5 Improved awareness of legal rights (performance indicators defined as: 1) *number of trainers trained in TOT seminars on women's rights and gender issues*; 2) *number of women trained in women's rights and gender issues*; 3) *percentage of women trainees surveyed who report having a better understanding of their rights*; 4) *number of men trained in gender awareness and women's rights*; 5) *percentage of men trainees surveyed who report having a greater awareness of women's rights and gender issues*; 6) *number of youth trained in gender awareness and women's rights*; and 7) *percentage of youth trainees surveyed who report having a greater awareness of women's rights and gender issues*);

The WILL Project conducted 14 Training of Trainers seminars for over 100 local trainers. Each trainer was required to complete two ToT seminars (a beginning 5-day workshop followed several months later by an advanced 3-day workshop) to become a certified WILL trainer. The ToT seminars were supplemented by Trainers Skills Building Conferences that provided continuing education and networking opportunities. After four years, 87 WILL trainers (22 of whom were men) were still actively conducting legal literacy seminars in all 12 oblasts and the

autonomous Republic of Karakalpakstan. In order to continue their work beyond the WILL Project, WILL trainers decided to create a national trainers' association. In September 2003, the group held its founding conference, elected a Chairwoman (Ms. Inobat Avezmuratova) and filed the necessary paperwork to register as a local NGO. The association will be called the Center for Knowledge and Development and can be contacted through Winrock's Tashkent office.

In addition to its strong cadre of local trainers, sustainability of the WILL Project's legal literacy efforts was ensured through publication of its participatory training methodology. The WILL training manual, "Studying Women's Rights" (available in Uzbek and Russian), contains a menu of exercises so that each 2-day seminar can be tailored to the needs of diverse participants. The content was adapted from multiple sources, including the Empowering Education methodology of a Winrock partner in Ukraine and leadership materials from guest trainer Ms. Altinay Karasaeva, Director of the Institute for Equal Rights and Opportunities in Kyrgyzstan. A defining characteristic of the WILL methodology – one often cited by participants as a key to its success – is its non-threatening, non-elitist design. Indeed, it fosters an environment where each individual's experiences are equally valued. Whether a local farmer or seamstress is expressing her personal experiences with discrimination or a highly educated government official or university instructor is sharing theoretical knowledge, the WILL training empowers the group as a whole to deconstruct gender biases and understand gender discrimination as it appears in Uzbek society. Individuals are given the tools to analyze gender through their own and other's experiences, and inspired to affect positive change in their own families, communities and institutions.

Over four years, 37,366 people (28,008 women, 3,861 girls, 4,236 men and 1,261 boys) received legal literacy training through the WILL Project. Participants represented such diverse professions as teachers, lawyers, medical professionals, farmers, factory workers, NGO activists, entrepreneurs, *makhalla* and women's committee representatives, militia, judges, mullahs, *otinoy* (female religious leaders), students, librarians, journalists and housewives.

WILL training unequivocally increased public awareness of women's rights in Uzbekistan, as evidenced by the comments made by participants during seminars, in their written evaluation forms and when trainers conducted follow up interviews (see quarterly reports). The annual impact surveys, which analyzed the results of questionnaires and focus groups conducted in several cities across Uzbekistan, also clearly demonstrate these results (see Attachments 2-4).

With support from the Open Society Institute-Uzbekistan, the WILL Project also collaborated with ABA/CEELI to develop a training curriculum on women's rights and prevention of domestic violence specifically for *makhalla* leaders, militia, legal professionals (judges, prosecutors and lawyers) and NGO activists. Designed to improve law enforcement capacity in the area of women's rights, the curriculum was tested in Kokand with ABA/CEELI co-trainers and later replicated in Termez by WILL trainers. It was published as a training manual, "Women's Rights are Human Rights: Uzbekistan," in Uzbek and Russian (co-financed by this grant and a grant to Winrock from the US Department of State to strengthen community responses to domestic violence). In all, 474 participants were trained (344 men and 130 women). Quarterly reports and the final assessment of the training program in Termez amply document attitudinal change and application of new skills and knowledge (see Attachment 5).

LLR 2.1.2.4 Improved Information Dissemination (performance indicator defined as: 1) *number of mass media/broadcasts on activities of women's NGOs and policies affecting women*)

The WILL Project exponentially improved information dissemination on women's rights in Uzbekistan. It successfully attracted professional media coverage of women's issues. Over four years, WILL-related women's rights activities (including by grantees) were featured in 295 articles in national and local newspapers as well as during 135 television broadcasts (on national as well as regional channels) and 61 radio broadcasts. This coverage not only represented a quantitative increase, but also markedly broadened the range of rights issues that could be publicly discussed. For example, when the WILL Project began in 1999, the government was still denying the existence of domestic violence and articles on the subject could not pass the official censor. By 2003, the WILL Project was supporting PSAs, plays, documentaries and posters on violence against women. Also, 10,000 copies of the 20 editions of the WILL Newsletter were published and distributed to women's groups, NGO support centers, government agencies, *makhallas*, international organizations and donors. Each issue was available in Uzbek, Russian and English.

The WILL Project also disseminated information on women's rights through innovative channels via its Creative Cultural Community Outreach Program. Small grants were awarded to local NGOs to produce original plays and videos on women's rights topics; live performances of the plays were followed by discussions facilitated by WILL trainers for over 700 viewers. Also, a competition among art students to design social posters on women's rights was held, and the three winning posters were published & disseminated. In sum, the Creative Cultural Community Outreach Program produced the following materials:

- 3 original plays, with videos of their performances: "Armonli Dunyo (*World of Unrealized Dreams*)" [Uzbek language]; "Ayol Kismati (*Woman's Fate*)" [Uzbek language]; and "Razvod po-karakalpaksi (*Karakalpak Divorce*)" [Karakalpak language]
- 2 video shorts on women's rights, gender stereotypes and child abuse titled "Pust Ne Sorvutsya Niti Nadezhdi (*Let the Threads of Hope Never be Broken*)" and "Pyat Video Syuzhetov (*Five Video Plots*)" [Karakalpak and Russian languages]
- 30 minute film on domestic violence titled "Oy suzi ukhshar vo-o-oyga (*The Word 'Moon' Sounds Like 'Moaning'*)" produced in collaboration with UNIFEM featuring excerpts from the 3 WILL plays [Uzbek and Karakalpak languages with English subtitles]
- 23 minute documentary on domestic violence in Uzbekistan titled "Baxt Izlagan Ayol (*A Woman Seeking Happiness*)" about a battered woman driven to self-immolation [Uzbek language with English subtitles]
- 20 minute documentary titled "Orzu Daraxti Gullaganda (*When the Wish Tree is in Blossom*)" about two survivors of domestic violence, sisters who both become community leaders [Uzbek language with English subtitles]

These materials were used at WILL advocacy conferences and training seminars. They were also reproduced (on DVD and videocassette) and given to each WILL trainer, each WILL grant

recipient and disseminated among the broader NGO community, ensuring that the WILL Project informational materials on women's rights will be utilized by local and international NGOs in Uzbekistan - and thus continue to have an impact - long beyond September 2003.

IR 2.1.1 Stronger & More Sustainable Civic Organizations

LLR 2.1.1.1 Improved Advocacy Skills (performance indicators defined as: *1) number of cases advocated/mediated on behalf of or in support of women*)

Legal consultations and support provided by WILL grantees enabled 176 women to win or successfully mediate their cases. Multiple examples were provided in quarterly reports, ranging from alimony and inheritance cases to land rights and unlawful dismissal complaints.

LLR 2.1.1.4 Community-based Civic Action Programs Expanded (performance indicators defined as: *1) number of grantees successfully completing community-based projects; 2) number of beneficiaries of grantee-provided community-based projects; 3) number of beneficiaries of US volunteer technical assistance assignments; and 4) number of times WILL trainers are hired to train other organizations.*)

The WILL Grants Program was extremely successful, both in terms of its impact upon 35,532 diverse beneficiaries across Uzbekistan, and in terms of the improved institutional capacity of its grant recipients. Of the 72 NGO grant recipients, only 1 required disciplinary action (disbursement of funds ceased after the first installment due to non-performance). In all, \$188,596 was disbursed:

- \$133,000 to 54 NGOs for legal literacy activities (Phase I)
- \$18,774 to 4 NGOs for crisis center development (Phase II)
- \$31,226 to 9 NGOs for legal literacy activities (Phase II)
- \$5,596 to 5 NGOs to create and stage original theatrical and video productions (Phase II, Creative Cultural Community Outreach Program)

Quarterly reports and the "WILL Project Success Stories" booklet detailed the diverse ways in which NGO grant recipients raised awareness of women's rights among their project beneficiaries. Quantitative highlights include:

- Conducted 722 training seminars on varied women's legal literacy topics for 9,574 women, 515 men, 1,311 girls and 249 boys (11,649 total);
- Honed the skills of 234 women's rights trainers at 16 ToT seminars;
- Published & disseminated a pocket sized brochure titled "My Rights" in Uzbek (4500 copies) and Russian (1500 copies);
- Published & disseminated over 300 copies of a booklet "Islam and Woman;"
- Translated & disseminated 150 copies of the training manual "Local Legislative Advocacy" in Uzbek and Russian (originally published by the Center for Legislative Development in Manila in 1997 with USAID funding through the Asia Foundation);

- Translated & disseminated 150 copies of the training manual “Raising Women’s Civic Consciousness” in Uzbek and Russian (originally published by the Center for Legislative Development in Manila in 1997 with USAID funding through the Asia Foundation);
- Provided 4,122 consultations on topics including legal/rights, psychological support, and NGO development; and
- Held 40 roundtable discussions on women’s rights issues for over 600 participants.

In addition to providing financial resources to strengthen women’s NGOs, the WILL Project arranged for US volunteer technical assistance to share the information and skills necessary for grassroots groups to play a more active role in their communities. Twelve US volunteers completed assignments with local NGO hosts:

- Dr. Sharon Horne, Crisis Center Management, Kokand and Tashkent (May 2000)
- Ms. Susan Johnson, Crisis Center Management, Kokand and Tashkent (May 2000)
- Ms. Shrimalie Pererria, Crisis Center Management, Kokand and Tashkent (May 2000)
- Ms. Kathryn McConnell, Public Relations, Samarkand (September 2000)
- Ms. Lynnae Rutledge, Disability Rights, Samarkand and Tashkent (October 2000)
- Dr. Mary Pilat, Women’s Leadership, Djizzak (March 2001)
- Ms. Sandra Mullins, NGO Strategic Planning, Tashkent (April 2001)
- Ms. Susan (Mondie) Blalok, NGO Strategic Planning, Tashkent (April 2001)
- Ms. Carolyn Smith, Coalition Building, Fergana and Samarkand (April 2002)
- Dr. Mary Pilat, Youth Leadership, Bukhara and Djizzak (November 2002)
- Ms. Julie Heifetz, June 2003 (NGO Development, Navoi and Samarkand)
- Mr. John Ketcher, Women in Politics, Nukus, Urgench and Tashkent (September 2003)

Another indicator of increased capacity for community-based civic action programs was the extraordinary demand for WILL trainers to conduct additional rights awareness seminars. To meet this demand, WILL trainers successfully sought support from international organizations as well as local groups and government bodies. In all, WILL trainers were hired 116 times to conduct seminars on women’s legal rights and gender equality by groups such as ABA/CEELI, Crosslink International, Mercy Corps International, UNDP, OSCE, the Karakalpak Republic Teachers Retraining Institute, the Djizzak Oblast Department of Internal Affairs, the Surkhandarya oblast government, and the Conrad Adenauer Fund.

IR 2.1.3 Enhanced Opportunities for Citizen Participation in Governance

LLR 2.1.3.2 Improved Openness of Public Institutions to NGO and Citizen

Involvement in the Policy Process (performance indicators defined as: *1) number of public fora organized by women’s NGO*)

The WILL Project conducted twelve advocacy fora to facilitate dialogue among women’s NGOs and government officials as a necessary first step to increase women’s involvement in the policy making process. Over 970 participants from national, regional and local government bodies, NGOs and the media gathered to identify women’s rights issues and brainstorm ways to collaboratively address them. The specific topics were:

- 1) "The Role of NGOs in the Socioeconomic Development of the Djizak, Kashkadarya and Samarkand oblasts" *Samarkand, September 20, 2000*
- 2) "The Role of NGOs in Regional Socioeconomic Development of the Andijan, Namangan, and Fergana oblasts" *Fergana, February 15, 2001*
- 3) "The Role of NGOs in Regional Socioeconomic Development of the Bukhara, Navoi, and Surkhandarya oblasts" *Bukhara, March 30, 2001*
- 4) "The Role of NGOs in Regional Socioeconomic Development of the Khorezm oblast and Karakalpakstan" *Urgench, April 19, 2001*
- 5) "Collaboration Among Government Institutions and NGOs," *Tashkent, June 12, 2001* (held in the parliamentary Oliy Majlis building)
- 6) "Women's Rights in Independent Uzbekistan," *Samarkand, January 29, 2002*
- 7) "Reproductive Rights and Women's Reproductive Health in the Fergana Valley," *Fergana, April 26, 2002*
- 8) "Improving the Status of Women in the Surkhandarya Oblast Through Economic Empowerment" *Termez, June 25, 2002*
- 9) "Empowering the Effective Participation of Women in Legal, Economic and Public Reforms in Uzbekistan" *Kokand, November, 2002*
- 10) "Participation of Women in Development and Social Changes of Transition Period" *Tashkent, November 22, 2002*
- 11) "Means and Methods of Implementing the UN Convention on Eliminating Discrimination Against Women (CEDAW)" *Djizzak, April 18, 2003*
- 12) "Equal Opportunities at the Decision Making Level: Prospects for Development" *Tashkent, September 12, 2003*

The series of WILL advocacy fora directly contributed to a demonstrable improvement in NGO-cooperation in the sphere of women's rights. Research conducted prior to a WILL advocacy forum in September 2000 revealed that while 81% of respondents from the NGO and business sector wished to cooperate with local government agencies on human and civil rights issues, only 25% of government officials surveyed reciprocated the interest. By contrast, in 2003 93% of NGO representatives who had attended a WILL advocacy forum reported that they had established new partnerships with government organs during the forum, and 57% of them stated that they used those new partner relations to protect and promote women's rights.

Furthermore, women's groups reported a marked change in local officials' attitudes toward them following a WILL forum – suddenly, NGO registration became easier, in-kind and other forms of support materialized, and even joint activities such as training seminars were suggested. Work on formerly taboo topics – such as domestic violence – also became easier. In particular, the number of women's NGOs increased in the Fergana, Karakalpakstan, Kashkadarya, Khorezm, and Surkhandarya regions. In the city of Kokand alone, 40 new women's groups successfully registered in the months following a WILL advocacy forum. These changes underscore the fact that in Uzbekistan women's rights violations are often not due to inadequate or missing legislation, but rather to weak or absent enforcement. Local officials not only learned about the Uzbek laws and international conventions they were supposed to uphold, but witnessed first hand that national officials in attendance took the topic seriously.

Despite very modest goals due to the rigid, centralized nature of the current Uzbek government, the WILL Project also succeeded in effecting policy change. As a result of the advocacy forum and media campaign on prevention of violence against women conducted in the Samarkand region in the fall of 2001, amendments to existing legislation have been adopted by the Oliy Majlis (Parliament). Changes proposed by forum participants were enumerated in a petition submitted to the Oliy Majlis in 2002. Signatories included regional law enforcement officials and members of local NGOs. The petition was further strengthened by a letter of support from the Ministry of Internal Affairs in Tashkent which detailed the exact articles in the Criminal Code, Criminal Procedure Code, Family Code and Tax Code which required clarification or supplementation. Suggested changes included introduction of protective orders and amendment of the marriage contract as well as adoption of specific references to domestic violence in various articles of the Criminal Code.

V. LESSONS LEARNED

Winrock successfully:

- ❑ raised awareness of women's rights among women, men and youth;
- ❑ created national capacity in legal literacy training that spans all of Uzbekistan;
- ❑ broadened the network of supportive, self-sustaining NGOs that increase the impact of members' activities on the protection, promotion, and exercise of women's rights.

In analyzing that success, the following lessons learned may be useful to others:

INTEGRATED ACTIVITIES. Many training programs focus on providing series of successively advanced seminars for a small group of people who then act as catalysts for change, arguing that a "shotgun approach" is ineffective. However, the WILL Project was able to train tens of thousands of women, men and youth and demonstrate increased awareness – and application – of women's rights because it tied its short term, grassroots training to other project activities. The 2-day seminars served as "eye-openers" (a metaphor used repeatedly in written evaluations by participants), following which participants were encouraged to maintain contact with the WILL Project by becoming active in its advocacy, grant, information dissemination and other activities. Over 95% of WILL trainers came to the Project as participants, rather than as trainers from other organizations. The WILL Project motivated them to work for change in their communities, and they in turn inspired others to do likewise.

LOCAL TRAINERS. Trainers were carefully selected to ensure commitment to women's rights and balanced geographic representation. Adequate funds were budgeted so WILL trainers could continually refine their skills, renew their enthusiasm and support those who were experiencing backlash for challenging the status quo. Once the training program grew to over 50 trainers, it was decentralized: regional coordinators were hired to mentor and audit other WILL trainers in their region, and collect and submit reports to the WILL office in Tashkent. The result was both local ownership and a high quality training cadre.

CONTEXTUALIZED ADVOCACY. The advocacy program was successful thanks to its flexibility, which was achieved through carefully attuning it to the changing political

environment and regional variations. The approach had to be adjusted multiple times, as it became clear that women's NGO coalitions were not mature enough to effectively carry out advocacy campaigns as originally proposed. Following the switch in emphasis from technical assistance for coalition development to advocacy conferences, the approach was further refined with a change from national efforts to regional reform initiatives. Indeed, after encountering difficulty in attracting government participation in advocacy conferences on specific women's rights issues, the WILL Project reassessed its strategy – and proceeded to title its first five conferences “The Role of NGOs in the Socioeconomic Development of the X Region.” After the neutral-sounding title and a guest appearance by a high ranking official from Tashkent produced a captive audience of regional officials, of course, the agenda focused on identifying locally relevant women's rights issues.

DONOR COORDINATION. The WILL Project grants program benefited greatly from close collaboration with other donors, particularly the Open Society Institute Assistance Foundation – Uzbekistan. Joint efforts provided longer term and more strategic support for local NGOs, such as the initiative to develop crisis centers (to which WILL contributed grant funds, US volunteer technical assistance and site visits to peer NGOs in Russia and Ukraine, and OSIAF-Uz contributed grant funds, training funds and research). Beyond leveraging funds, however, such coordination fostered close communication about which NGOs performed well, what M&E strategies worked best in Uzbek civil society, and how to avoid duplication of efforts. In addition to the grants program, the training and advocacy programs enhanced their impact by co-sponsoring events with institutions such as OSCE, UNDP and the Asian Development Bank.

The WILL Project also learned valuable lessons from the following challenges:

STAFF MANAGEMENT. The WILL Project was dealt a blow less than six months after it was launched: the expatriate Project Director was in a terrible car accident and required immediate medical evacuation. Several months passed as first one and then another candidate to replace her withdrew from consideration (including one who flew in from California to interview with senior management at Winrock HQ). Eventually, a temporary director was hired locally. A permanent director was fielded when Phase II funds were secured, but staff management problems presented significant challenges. In retrospect, the problems stemmed from the horizontal management structure established by the first Project Director, competition for power among the four senior professional staff, allegations of conflict of interest (two of the four were hired at 80% time in order to continue working for their own NGOs), and resentment of Winrock's decision to hire an expatriate for the Project Director position. It must be noted that all of these factors had *positive aspects as well*: the lack of hierarchy and competition among the professional staff enabled them to realize their full potential, and all achieved well beyond the targets set for their program areas; the NGO work of staff brought new contacts and opportunities to the WILL Project (such as collaboration with BE Training and the Westminster Foundation of the UK on development of the Association of Crisis Centers of Uzbekistan); and the expatriate Director protected local staff from unjustified threats from a disgruntled former staff member of a NGO grant recipient. Therefore, future projects must weigh these factors carefully for their potential to disrupt staff management. It is a testament to the professionalism of the local WILL Project staff that they achieved such stellar results despite these stresses, but not every project may be so fortunate.

RECRUITMENT OF VOLUNTEERS. US volunteer technical assistance can play a vital role in filling needs that cannot be met locally, such as the training on disability rights that WILL volunteer Lynnae Rutledge conducted. As a result of her assignment, some of the most active grassroots NGOs that requested WILL training seminars and applied for grants were groups of disabled women and mothers of disabled children. However, the WILL Project discovered that it was often difficult to effectively manage volunteer input due to the unpredictability of several aspects of volunteer assignments, first and foremost that of timing. NGO hosts often waited long periods of time until a qualified volunteer could be found with adequate vacation, sabbatical or other free time. And following the September 11 tragedy, more potential volunteers began to voice concerns about travel safety. For example, two volunteers were recruited and mobilized under Scope of Work 3-02: Women's Rights in Muslim Countries in the spring of 2003. After months of waiting to receive her renewed "green card" enabling her to leave the US, volunteer Dr. Ingrid Mattson reluctantly had to cancel. But her co-trainer, Ms. Asifa Quraishi, also pulled out, citing discomfort traveling alone as a woman. Even two-time volunteer Kathryn McConnell was forced to cancel an assignment at the last minute following a medical emergency en route to Tashkent in August 2003. While such challenges can occur with paid consultants as well, in general consultancies are scheduled at a time most suitable to the project, and with those who are not deterred by the vagaries of international travel. Future projects should carefully consider the pros and cons of paid consultants vs. volunteers in terms of the flexibility of their technical assistance needs.

VI. FINANCIAL PERFORMANCE

USAID/CAR awarded Winrock \$1,950,196 for four years of activities. When the project ended on September 30, 2003, \$43,318 remained unspent. Of this, \$33,883 was unspent Indirect Costs, an overage caused by decreases in Winrock's Negotiated Indirect Cost Rate Agreement (NICRA) over the course of the project. The remainder can be attributed to unspent travel funds for the cancellation of three US volunteer assignments in spring 2003 (see immediately above). The final financial report is attached (*see Attachment 6*).

VII. ATTACHMENTS

1. Indicator Chart *as of September 30, 2003*
2. Annual Impact Survey for 2002 (English) *September 2003*
3. Annual Impact Survey for 2001 (English) *August 2002*
4. Annual Impact Survey for 2000 (English) *January 2001*
5. Evaluation of Termez Project *September 2003*
6. Financial Status Report *as of September 30, 2003*